



CEO Letter for Potential Hires

Dear Potential Celonaut,

The spread of the Coronavirus is an unprecedented challenge for all of us. It greatly impacts all of our communities, families and businesses. Our heartfelt wishes for a swift recovery are with those infected by the virus and their loved ones. Our deep gratitude is with the countless healthcare professionals, factory workers, retail professionals and all others who keep the critical infrastructure of this world running.

We have taken a variety of steps to ensure the health of our employees and our business. As we continue to reiterate to our Celonauts, we would like to assure you too that our number one priority is your health, that of your families and friends and that of our partners and customers. We have a COVID-19 Response Management Task Force - a dedicated internal team working to review the latest developments around the Coronavirus to appropriately reflect and address the current state. To lessen the risk for everyone around us, we have mandated a work-from-home policy until further notice. As a digital company we are set to succeed in these unusual circumstances.

We appreciate that you may have concerns about your personal onboarding, but we would like to assure you that Celonauts will always help you thrive personally and professionally even when physically apart. This is in our DNA. We will do everything within our power to make sure that all of our New Joiners feel welcomed and supported. We have launched a digital onboarding program to enable everyone to kick off their career at Celonis as smoothly as possible, including a virtual version of our famous Onboarding Week and a buddy program. We have already successfully onboarded Celonauts during these last couple of weeks this way and will continue doing so.

We understand that choosing an employer during these times is rather unusual as it has become increasingly important to choose a company that is less impacted by this pandemic financially and that has a strong business model to ensure that, unlike other companies, no restructuring measures are required. Celonis is in excellent financial health as we have raised high amounts of funding (\$290m in Nov 2019, Series C) and have a strong business model relying over 90% on recurring revenue with stable customer commitments. This strength will get us through this with confidence and allow us to keep investing in our business and in our people, by welcoming new talent, such as yourself, to Celonis.

We hope to welcome you to the Celonis family and see you in the office soon!

Bastian Nominacher & Alexander Rinke
Co-Founders and Co CEOs of Celonis